Report Documentation Page

Form Approved
OMB No. 0704-0188

1. REPORT DATE	2. REPORT TYPE	3. DATES COVERED
AUG 2010		**00-00-2010 to 00-00-2010**

4. TITLE AND SUBTITLE	5a. CONTRACT NUMBER
The Regiment Engages With Universities	5b. GRANT NUMBER
	5c. PROGRAM ELEMENT NUMBER
6. AUTHOR(S)	5d. PROJECT NUMBER
	5e. TASK NUMBER
	5f. WORK UNIT NUMBER
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) **Army Engineer School,Engineer Professional Bulletin,464 MANSCEN Bldg 3201 Ste 2661,Fort Leonard Wood,MO,65473**	8. PERFORMING ORGANIZATION REPORT NUMBER
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)	10. SPONSOR/MONITOR'S ACRONYM(S)
	11. SPONSOR/MONITOR'S REPORT NUMBER(S)

12. DISTRIBUTION/AVAILABILITY STATEMENT
Approved for public release; distribution unlimited

13. SUPPLEMENTARY NOTES

14. ABSTRACT

15. SUBJECT TERMS

16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT	18. NUMBER OF PAGES	19a. NAME OF RESPONSIBLE PERSON
a. REPORT **unclassified**	b. ABSTRACT **unclassified**	c. THIS PAGE **unclassified**	**Same as Report (SAR)**	**2**	

The Regiment Engages With Universities

By Major Karl Hatala

In the fall of 2009, the United States Army Engineer Personnel Proponency Office (EPPO) initiated a series of university engagements to recruit more degreed engineers into the Engineer Regiment. This effort supports the *Building Great Engineers* campaign, which established increasing the accession rate of degreed engineers as one of its goals. The EPPO team specifically targets schools with reputable engineering programs so that team members can directly engage with cadets and other students majoring in engineering. Throughout these engagements, the team also encourages high-quality students who are not pursuing engineering degrees to consider joining the Engineer Regiment.

Each engagement consists of briefings to small groups of students to inform them of the diverse and unique capabilities provided by the Engineer Regiment and the wide range of opportunities available to those who serve in it. Though the EPPO team presents some of the same information to cadets between their junior and senior years during annual branch orientation days at Fort Lewis, Washington, and West Point, New York, these new engagements enable the team to interact with students in their freshman and sophomore years. By engaging students earlier in their university experience, the EPPO team gives them more time to make more informed decisions about what path they will pursue following graduation.

A representative of the United States Army Corps of Engineers talks to ROTC cadets about opportunities in the Engineer Regiment.

These university engagements also enable the EPPO team to serve as engineer scouts, gathering information that paints a better picture of the challenges to the accession of more degreed engineers into the Engineer Regiment. For example, The Pennsylvania State University Reserve Officer Training Corps (ROTC) faculty informed the team that some engineering students who want to serve in the Engineer Regiment might be unable to do so because of the way the accession process works. The ROTC faculty pointed out that a cadet who earns a lower grade point average in a demanding engineering curriculum probably will not be as competitive for an Active Army engineer branch slot as a cadet who earns a higher grade point average in a less academically challenging nonengineering curriculum.

The effectiveness of this university engagement effort may not be easy to measure immediately, but based on the number of students who approached the team during the informal question-and-answer sessions following the briefings, it appears to be a worthwhile effort. However, it faces some challenges. One such challenge is that the EPPO university engagement team currently consists of just three senior noncommissioned officers (NCOs). These NCOs represent the Engineer Regiment in a professional manner, but they must rely on augmentation to provide an officer's perspective during the engagements. The EPPO team has sought augmentation from serving members of the Engineer Regiment who are alumni of the universities visited, but participation has been limited, presumably due to ongoing operational requirements. Perhaps a habitual relationship could be established with the Engineer Captains Career Course and the Command and General Staff College to seek officers who can participate in this effort.

Overall, the strategy to engage with universities appears to be a good one that may only require refinement to yield greater benefits. For example, as relationships with universities develop, ideas or opportunities may be discovered that will help advance other parts of the *Building Great Engineers* campaign. The engagements could also promote greater understanding between military engineers and their civilian counterparts. At a minimum, they will offer opportunities to meet prospective members of the Engineer Regiment and provide a better understanding of how to shape it.

Major Hatala recently completed Intermediate Level Education at the United States Army Command and General Staff College, Fort Leavenworth, Kansas, and is now serving with the 10th Mountain Division (Light Infantry) at Fort Drum, New York. He holds a bachelor's in civil engineering from The Pennsylvania State University.